

WBNG-TV
EEO PUBLIC FILE REPORT
February 1, 2016 - January 31, 2017

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Sports Director	2-8, 18-24, 26-33, 35-37, 40-43	30
Sales Assistant	2-9, 14, 17-24, 26-33, 35-37, 40-43	14
News Director	2-9, 12, 17-24, 26-33, 35-37, 40-43	12
Multimedia Journalist	2-8, 13, 17-24, 26-33, 35-37, 40-43	13
Creative Services Director	2-8, 12-13, 15, 17-24, 26-33, 35-37, 40-43	13
Internet Director	2-8, 10, 17-24, 26-33, 35-37, 40-43	10
Executive Producer	2-8, 10, 17-24, 26-33, 35-37, 40-43	10
Evening Newscast Producer	2-8, 10, 17-24, 26-33, 35-37, 40-43	10
Morning Anchor/Producer	2-8, 10, 17-24, 26-33, 35-37, 40-43	10
Producer/MMJ	2-8, 12, 17-33, 35-37, 40-43	25
Producer/MMJ	2-8, 12, 17-33, 35-37, 40-43	12
Multimedia Journalist	2-8, 11, 17-24, 26-33, 35-37, 40-43	30
Multimedia Journalist	2-8, 11, 17-24, 26-33, 35-37, 40-43	11
Meteorologist/Multimedia Journalist	2-8, 15, 17-24, 26-37, 39-43	15
Sports Multimedia Journalist	1-8, 17-24, 26-37, 39-43	33
Multimedia Journalist	2-8, 16-24, 26-37, 39-43	16
Morning News Anchor	2-10, 17-24, 26-27, 29-37, 39-43	10
Evening News Anchor	2-8, 17-24, 26-27, 29-37, 39-43	30
Multimedia Editor/Photographer	2-8, 10, 17-24, 26-27, 29-37, 39-43	10
Newscast Producer	2-8, 17-24, 26-27, 29-37, 39-43	33
Multimedia Editor/Photographer	2-8, 17-24, 26-27, 29-37, 39-43	33
Sales Assistant	2-9, 17-24, 26-27, 29-43	33

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Agency Referral	N	1
2	BCC Placement Office PO Box 1017 Binghamton, New York 13902 Phone : 607-778-5207 Url : http://www.sunybroome.edu/placement Email : truillolt@sunybroome.edu Larry Truillo	Y	0
3	Binghamton University 4400 Vestal Parkway East Binghamton, New York 13902 Phone : 607-777-2553 Url : http://www.binghamton.edu Email : hirebing@binghamton.edu Brand Smith	Y	0
4	Broome County Urban League 43 Carroll Street Binghamton, New York 13901 Phone : 607-723-7303 Url : http://www.bcul.org Email : jlesko@bcul.org Jennifer Lesko	Y	0
5	Broome Employment 171 Front Street Binghamton, New York 13905 Phone : 607-778-2136 Url : http://www.broometiogaworks.com Email : btworks@labor.state.ny.us Preston Hertzog	Y	0
6	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Community Options Inc. 182 State Street Binghamton, New York 13901 Phone : 607-722-5971 Url : http://www.comop.org Email : amanda.rick@comop.org Amanda Rick	Y	0
8	Country Valley Industries 125 Cutler Pond Road Binghamton, New York 13905 Phone : 607-723-8361 Url : http://www.cvipackaging.com Email : dhogan@achieveny.org David Hogan	Y	0
9	Current Employee	N	4
10	Current Employee - Transfer/Promotion	N	6
11	Current Intern	N	1
12	Employee Referral	N	6
13	Former Employee Referral	N	2
14	Indeed.com	N	4
15	Internet Ad-not directly contacted by SEU	N	6
16	Job Fair	N	2
17	KBJR - Kayla Martin 246 South Lake Avenue Duluth, Minnesota 55802 Phone : 218-720-9642 Url : http://www.kbjr.com Email : kmmartin@kbjr.com Kayla Martin	N	0
18	KTIV- Kathy Clayton 3135 Floyd Blvd Sioux City, Iowa 51108 Phone : 712-226-5420 Email : kclayton@ktiv.com Kathy Clayton	N	0

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19	KTTC- Jodi Neyens 6301 Bandel Rd NW Rochester, Minnesota 55901 Phone : 507-535-8904 Email : jneyens@kttc.com Jodi Neyens	N	0
20	KWWL- Sandy Youngblut 500 East 4th St Waterloo, Iowa 50703 Phone : 319-291-1259 Email : syoungblut@kwwl.com Sandy Youngblut	N	0
21	Medialine PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shillstone	N	0
22	New Jersey Herald- Robin Fichter PO Box 10 Newton, New Jersey Phone : 973-383-1170 Email : rfichter@njherald.com Robin Fichter	N	0
23	NYS Broadcasters Assn. 1805 Western Avenue Albany, New York 12203 Phone : 518-456-8888 Url : http://www.nysbroadcasters.org Email : sandy@nysbroadcasters.org Sandy Messineo	N	0
24	NYS Job Exchange 171 Front Street Binghamton, New York 13905 Phone : 585-266-7760 Url : http://www.labor.ny.gov Email : nysjobbank@labor.ny.gov Michael Puglisi	Y	4
25	Previous Employee	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	QNI- Shanna Church 130 S 5th St Quincy, Illinois 62306 Phone : 217-221-3334 Email : schurch@qni.biz Shanna Church	N	0
27	S.I. Newhouse School of Public Communications 215 University Place Syracuse, New York Phone : 315-443-3270 Url : http://www.newhouse.syr.edu Email : kmcgee@syr.edu Karen McGee	N	0
28	Southern Tier Young Professionals PO Box 3248 Binghamton, New York 13902 Phone : 607-725-4882 Url : http://www.styp.org Email : doug@dougcamin.com Doug Camin Prong 2 Ended Date: 6/21/2016	N	0
29	Tioga Employment Center 1062 St. Rte. 38 PO Box 108 Owego, New York 13827 Phone : 607-687-8500 Url : http://tiogacountyny.com/ Email : mccalls@co.tioga.ny.us Sheri McCall	Y	0
30	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com Mark Halloway Manual Posting	N	14
31	WAOW - Kelly Fuller 1908 Grand Avenue Wausau, Wisconsin 54403 Phone : 715-843-9236 Url : http://www.waow.com Email : kfuller@waow.com Kelly Fuller	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	WBNG Internal Posting 560 Columbia Drive Johnson City, New York 13790 Phone : 607-584-7262 Url : http://www.wbng.com Kate Garger Manual Posting	N	1
33	WBNG Website 560 Columbia Drive Johnson City, New York 13790 Phone : 607-584-7262 Url : http://www.wbng.com Kate Garger Manual Posting	N	5
34	WEEK 2907 Springfield Rd. Peoria, Illinois 61611 Phone : 309-698-3784 Email : ttesch@week.com Teddi Tesch	N	0
35	WGEM- Terri Stutheit 513 Hampshire St. PO Box 80 Quincy, Illinois 62306 Phone : 217-228-6621 Email : tstutheit@wgem.com Terri Stutheit	N	0
36	WHIG- Christina Wilson PO Box 909 Quincy, Illinois 62306 Phone : 217-221-3409 Email : cbwilson@qni.biz Christina Wilson	N	0
37	WKOW- Bonnie Beer 5727 Tokay Blvd Madison, Wisconsin 53719 Phone : 608-661-2767 Url : http://www.wkow.com Email : bbeer@wkow.com Bonnie Beer	N	0
38	Word of Mouth Referral	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
39	WPTA 3401 Butler Rd. Fort Wayne, Indiana 46808 Phone : 260-407-0064 Email : cbennett@wpta21.com Cindy Bennett	N	0
40	WREX - Theresa Wesseln PO Box 530 Rockford, Illinois 61105 Phone : 815-335-7856 Email : twesseln@wrex.com Theresa Wesseln	N	0
41	WSJV- Amber Moubray PO Box 28 South Bend, Indiana 46624 Phone : 574-343-5350 Email : amoubray@quincymedia.com Amber Moubray	N	0
42	WVVA- Audrey Sluss 3052 Big Laurel Hwy Bluefield, West Virginia 24701 Phone : 304-324-0659 Email : asluss@wvva.com Audrey Sluss	N	0
43	WXOW/WQOW- Theresa Wopat PO Box 3119 LaCrosse, Wisconsin 54602 Phone : 507-895-9872 Email : twopat@wxow.com Theresa Wopat	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			58

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/1/2016	Establishment of an intern program designed to assist members of the community	WBNG offers a paid internship program called Quinternships. The purpose behind the Quinternship Paid Internship Program is to offer students in the field of journalism, broadcasting, communications and related fields the opportunity to gain hands-on experience in broadcast television, radio, and digital information. Students who participate will gain a wide variety of practical experience and will receive an hourly wage. The company strives to offer this opportunity to a diverse group of Interns. Each Quintern is assigned a mentor and there is curriculum for each position. The station hosted three student internships during the Winter of 2016. One intern was a Broadcast and Digital Journalism/Spanish student at Syracuse University in Syracuse, NY. The second intern was a Broadcast and Digital Journalism student with minor studies in Political Science at Syracuse University in Syracuse, NY. The third intern was pursuing a Masters degree in Broadcast and Digital Journalism at Syracuse University in Syracuse, NY. An additional three interns joined us later in 2016. Two were attending Syracuse University and one was attending Marywood College. Two of the interns were hired as permanent employees. Finally, WBNG also hosted two interns from the New York State Broadcasters Association intern program. The two interns spent the summer working at WBNG before attending college in the fall.	1	News Director

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
2	2/29/2016	Participation in events or programs sponsored by educational institutions	WBNG's managing editor hosted a communications class from SUNY Broome (community college). They toured the station, spoke with news staff about a journalist's typical day and responsibilities, and watched a live broadcast of Action News (6pm) from the studio. In attendance were approximately 10 students and 2 instructors.	3	Managing Editor Anchor/Reporter Meteorologist
3	3/2/2016	Participation in events or programs sponsored by educational institutions	WBNG's evening newscast producer participated in the Regional Institute and ACE Program at Dryden High School to speak to students about how college prepared her for a job in broadcasting.	1	Evening Newscast Producer
4	3/18/2016	Participation in events or programs sponsored by educational institutions	WBNG's news staff conducted a tour of the station to a broadcast class from Tompkins Cortland Community College. They watched our Action News at 5:30pm live broadcast in the studio. In attendance were 8 students and 2 professors.	3	Evenings Newscast Producer Anchor/Reporter Meteorologist
5	4/7/2016	Participation in Job Fairs	On April 7, 2016 hiring representatives Kate Garger, Bob Krummenacker, John Laughrin, and Darin Di Piazza attended the Martin Luther King Jr. Job Fair at SUNY Broome college campus. Many job seekers were in attendance and about 50 people stopped by to speak with WBNG representatives.	4	General Manager Administrative Assistant News Director Local Sales Manager
6	7/21/2016	Provision of training to management	During two full days of meetings, July 20 & 21, 2016, convened by the Station's parent company, station personnel with substantial responsibility in HR functions attended multiple sessions regarding a wide variety of employment issues including hiring practices, personnel file maintenance and other record keeping, practices in rehires, benefits, and transition of employees from part-time to full-time, and the FCC's EEO rules. These sessions were led and moderated by a combination of outside consultants, the Company's HR Director, and outside legal counsel.	1	Admin/Human Resources Manager

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	10/5/2016	Participation in events sponsored by community groups	Producer, Kara (Conrad) Vormwald participated in a CNY Career Connections event in Syracuse, NY. She talked with students and others in the community about her career, how she got started, the job search process, and other career-related topics.	1	Newscast Producer
8	10/14/2016	Participation in Job Fairs	On October 14, 2016 Quincy Media hiring representatives Lesley Van Ness, Perry Boxx and Dennis Kendall participated by staffing a booth at the Illinois Broadcasters Association Career Fair in Normal, Illinois. Over 200 college juniors and seniors along with members of the general public visited this event as part of IBA's annual IBA-University Conference for college students.	3	Talent Acquisition Specialist News Director Corporate Director of Broadcast News
9	1/5/2017	Participation in other activities designed by the station employment unit	WBNG participated in a Broome Leadership Institute (BLI) event, which is a 6-week workshop-type program facilitated by the Greater Binghamton Chamber of Commerce. WBNG hosted the event with approximately 20 participants. Our Managing Editor, Candace Chapman, moderated a question and answer session, and our News Director, John Laughrin, took part on the panel along with other broadcast professionals from the area. They discussed jobs and careers in broadcast television among other topics related to the media in our area. Our General Manager spoke for about a half hour about the history of WBNG and all participants were given a tour of the facility.	3	General Manager News Director Managing Editor

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10	1/9/2017	Participation in events sponsored by community groups	On 1/9/17 at 6:30pm, Multimedia Journalist Nick Aresco conducted a tour of the station to Cub Scout Pack 212. He showed the children the main areas of the station, including the newsroom, production room, master control, and the studio. He explained what work is done in each area and what job duties the employees in these areas are responsible for, and answered any of the questions they had. There were 11 children and some adult chaperones.	1	Multimedia Journalist
11	1/11/2017	Participation in events or programs sponsored by educational institutions	Host/Producer of WBNG's "Around the Tiers" Kara (Conrad) Vormwald participated in a career event organized by Tompkins Cortland Community College and SUNY Oswego. She spoke with students during this College Week activity about careers in broadcasting. She was able to speak about producing and hosting a news/community affairs program.	1	Host/Producer